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Cover: Women of Europe has adopted the Italian tradition of using mimosa to symbolise International Women's Day (8 May).

Editorial work on this issue of Women of Europe was completed on 15 March 1989.

8 MARCH: INTERNATIONAL WOMEN'S DAY

Since the UN General Assembly's 1977 proposal to adopt an International Women's Day, many countries in Europe and the rest of the world have chosen 8 March as the day to honour women. As the festivities have grown from year to year, women have a chance to take stock of the progress that has been made, especially in the area of equal rights. Numerous demonstrations, cultural events, exhibitions, and seminars are held to mark the date across the world.

Women of Europe starts off this issue by informing its readers of some of this year's more original Women's Day initiatives.

INTERNATIONAL INSTITUTIONS

European Commission. The European Commission's "Positive Action Programme" has been operating for a year. Its goal is to achieve equal presence, opportunity, treatment and chances for advancement within the Commission. In a joint message, Jacques Delors, Commission President, and Cardoso e Cunha, the Commissioner responsible for Personnel and Administration, expressed the hope that the efforts to achieve equality within the Commission would continue.

The European Communities Women's Solidarity Network celebrated International Women's Day by holding a round table on affirmative action and equal opportunity that was chaired by Raymonde Dury (MEP). To mark the first anniversary of the Positive Action Plan, Mr De Torres, Deputy Director-General of DG IX, reviewed the progress made within the Commission, while Marie-Claude Vayssade, MEP, painted a picture of "equal opportunity at the dawn of 1992". Christiane Scrivener, the Commissioner responsible for Indirect Taxation and the Customs Union, and Ms Lalis, standing in for Vasso Papandreou, Social Affairs Commissioner, sketched the role of a "target" woman and her responsibility in the march towards equal opportunity.

UN: Xavier Perez de Cuellar, Secretary-General of the United Nations Organisation, recommended redoubling efforts to promote sexual equality, including those made within the context of development-related problems, where women play a crucial role.

BELGIUM

The *Comité de Liaison des Femmes* (Women's Liaison Committee) and *Université des Femmes* (Women's University) (1a, Place Quetelet, 1030 Brussels) held a day of "celebration and reflection" on the theme "Humour and Media". Debates about radio, television, and immigrants were interwoven with short plays, shows, and a crafts exhibition. Eight short films by Belgian filmmakers and the full-length "7 pièces, cuisine, salle de bain...à saisir" (Seven rooms, kitchen and bath...a steal) were shown to illustrate the section on humour and the cinema. The organisers used humour as a weapon to denounce the under-representation of women in the media.

The February issue of the magazine *Vie féminine* came with two cards to be sent by readers to "weave a network of solidarity". One was to be sent to a friend, the other to a women's movement with which the magazine is in contact, whether in Poland, Zaire, or elsewhere, to celebrate 8 March (*Vie féminine*, Service Courrier, 111 rue de la Poste, 1210 Brussels).

Wishing to unite International Women's Day and the opening of the campaign for the European elections in one and the same symbol, the women members of the Flemish-speaking Christian Socialist Party convened the press for the unveiling of a statue by May Claerhout depicting women in the building of Europe. The statue was unveiled on Het Klein Strand, a beach at Ostend.

FRANCE

The women of Amiens are regrouping. Since the 1983 creation of the *Commission Extra-municipale des Droits des Femmes* (Extra-municipal Women's Rights Committee), they regularly build their International Women's Day celebration around themes such as "Jobs Have No Gender" or "Amiens Women from Here and There" that highlight the obstacles to achieving true equal opportunity (C.E.D.F., Hôtel de Ville, F-80027 Amiens Cedex).

IRELAND

Message: The Council for the Status of Women insisted in its 8 March address on the importance of changing attitudes towards women so that laws on equality will be respected *de facto* and not just *de jure*. It also called on all European governments to take urgent measures to combat poverty and inequality (C.S.W., 64 Lower Mount Street, Dublin 2).

Rape: Ireland's feminist organisations chose 8 March to demonstrate in Dublin against the failure to redefine rape in the Government's new bill. The Council for the Status of Women applauds, among other aspects, the recognition of certain types of rape (within the marriage, by adolescent attackers, etc.) but deplores a number of oversights in this new bill and has suggested some amendments that it feels are imperative (C.S.W., 64 Lower Mount Street, Dublin 2).

ITALY

Demonstrations and special events built around the themes of violence, abortion and equal rights took place around the country. In Rome, women MPs met with the President of the Senate; in Turin, International Women's Day was on the agenda of the Regional Council meeting; in Milan, a ceremony was held in the lyric theatre to confer the City of Milan's award for women who have contributed to making equal rights a reality on South African singer Miriam Makeba for her anti-apartheid commitment; in Bologna, a specialised women's rights library was inaugurated; and in Palermo, the municipality rendered homage by making taxis free for all women on 8 and 9 March.

The Members of the FGCI (Federation of Italian Communist Youth) held demonstrations and sit-ins across the country to "re-affirm the need for a law against sexual violence perpetrated against minors", as well as women's right to self-determination with regard to abortion.

"*Le donne incontrano l'Europa nel segno della parità, per l'affermazione della differenza*" (Women meeting Europe under the sign of equality, defending the difference) was the slogan of the demonstration held in Rome on 8 March to honour Marisa Bellisario, the CEO of ITALTEL who died last year. Bellisario was one of the best known women managers in Italy.

UNITED KINGDOM

The members of the Wales Assembly of Women sent a message of "friendship and wishes" to women all over the world while calling for joint action to solve the problems of pollution, development, justice and peace (Wales Assembly of Women, Elizabeth Charles, 5 Queen Street, New Quay, Dyfeel SA45 9P4).

CHURCH

The Vatican broadcast a message condemning "the negation of woman's dignity". In a speech to 200 Italian Catholic women active in politics and social affairs, Pope John Paul II stated that women's "indispensable contribution" to the building of society and the Church must be better understood and valued.

ALGERIA

Algerian women demonstrated in force for the first time in their capital to call for equal rights and the abrogation of the "family code", which they deemed a step backward. The Prime Minister received a delegation of demonstrators, who were thus able to inform him of their demands directly. These included the abolition of polygamy, the right to work and equal treatment in divorce.

ARGENTINA

The *Union de Mujeres de la Argentina* (Argentine Women's Union) called a huge demonstration at the Plaza de Mayo in Buenos Aires to "defend democracy with bread, without political persecution". This year, International Women's Day was an occasion for Argentine women to demand the "right to life and political, trade union and social activism without political persecution" as well as true equal opportunity and more balanced family rights (Lavalle 1370 - 3er Piso, Buenos Aires).

THE CHANGING EUROPEAN COMMUNITY

The New European Commission

Having introduced his new Commission to the European Parliament in January (see Parliament section), Commission President Jacques Delors used his turn on the floor at the February Plenary Session to present his agenda for the year. He hoped for the opening of a European-wide democratic debate on internal border control issues; tax harmonisation; and a much-needed increase in the Member States' political, economic and social cohesiveness and cooperation. The other priorities included environmental, educational and training problems; Europe's global responsibilities; and relations with the developing countries.

Women in Agriculture: The European Seminar of Women Farmers, which is sponsored each year by the European Council of Young Farmers and the Women's Committee of COPA (Committee of Agricultural Organisations in the European Community), in collaboration with the Women's Information Service of the European Commission, was held this year at Mytilene (Greece) on 11-14 January. The 200 participants and numerous speakers, who included Maria Kypriotakis, Greece's Under Secretary for Equality, and Marietta Giannakou, Vice-Chairwoman of the European Parliament's Committee on Women's Rights, focused on the economic and social conditions of women farmers and their role in farm management. They examined the changes in the Common Agricultural Policy and the CAP and their impact on smallholdings, discussed the professional status and participation of women in agricultural associations and unions, and stressed the need for solidarity and exchange amongst themselves.

The women farmers examined once again the issues of recognition and guarantees of their rights, notably in the context of the next modification (in 1991) of the Directive on the self-employed.

To coincide with this seminar, the latest supplement to Women of Europe (No. 29) is on Women in Agriculture.

- * Reminder: A seminar on the European status of family agricultural operations took place at Belgirate in October 1988. Paola Grossi, Head of the *Confederazione Nazionale Coltivatori Diretti's* legal department included a series of questions in the final report concerning the management, inheritance, social coverage, tax, and vocational training problems and problems regarding participation in economic organisations that are encountered by smallholdings of this type. Mrs Grossi stressed in particular the need for recognition of the work performed by members of the household (CEPFAR, European Centre for Advancement and Training in Agricultural and Rural Areas, rue de la Science 23/25, 1040 Brussels, Tel.: 230 3263).
- * Euro-Barometer published a special edition in February 1988 on "Europeans and their Agriculture".

1992: THE BIG DATE

- * The Member States' national, regional and local organisations concerned with vocational training for women will now be able to exchange information through the IRIS network (named after the female messenger of the gods in Greek mythology, who was quicker than her colleague, Hermes). IRIS offers the possibility of information and document exchange, access to a data bank, participation in meetings, and on-site observation of pilot training projects. The network has guaranteed funding through 1992 (Janet Smith, IRIS Information Office, Square Ambiorix 32, 1040 Brussels, Tel.: 230 7106).
- * Eight major European dailies (*Corriere della Sera*, *The Independent*, *Le Monde*, *El Pais*, *Süddeutsche Zeitung*, *NRC*, *Handelsblad*, *De Standaard* and *Le Soir*) have united to give companies a chance to recruit the men and women they will need for 1992 more easily. Since January 1989 they all publish the same "European company career announcements" in their Saturday issues. (Information: M. Schouppe, Tel.: 217 7750 in Brussels)

- * Target 1992, a monthly newsletter on Europe without Frontiers that was launched in April 1988 with a circulation of 30,000, now has a circulation of more than 100,000.

Useful address: CEC, Directorate-General Information, Communication, Culture, Publications Division, 200 rue de la Loi, 1040 Brussels.

Poverty: International Conference: Work and Social Protection: Their role in Preventing the Impoverishment of Families in Europe. Brussels, 5-8 July 1989

This Conference, which is being organised by the Family Law Centre of Catholic University of Louvain, has been included among the activities of the European Commission's new Programme to Combat Exclusion and Poverty. It will stress the importance of prevention and the family and especially European dimensions of poverty and economic insecurity. Taking work as the central axis, the Conference will develop five main themes, namely, guidance and training as prerequisites for entry or return to the work force; policies for entry or re-entry into the labour market; protection against exclusion from the labour market; methods of reconciling family and occupational demands; and improving social security and social assistance in relation to work and the family. The aim is to produce recommendations on Community and Member State social policies. (Information: Centre de Droit de la Famille, Faculté de Droit U.C.L., Place Montesquieu 2, 1348 Louvain-la-Neuve, Tel.: 010/47 47 30. Conference languages: English and French. More than 80 European experts will be attending.)

Unemployment:

- * According to Eurostat, there were 15.8 million registered unemployed in the Community in 1988. This twelve-month mean was down 1.7% from 1987. The real unemployment rate (without seasonal adjustment) was 10.3% versus 10.6% in 1987. However, the real unemployment rate rose for women from 13.2 to 13.4%, whereas it fell for men from 8.9 to 8.3%.
- * The European Commission has published its Report on the implementation of the Council Resolution on action to combat female unemployment. This report concludes that, besides training (diversification of occupational choices), raising awareness and sharing responsibilities (the spread of parental leave in most of the Member States), relatively few specific measures have been taken to help women. Moreover, the measures that have been taken are usually of limited scope. According to the report, the rise in female unemployment is a sign of a structural problem of job market segregation that calls for measures aimed specifically at the female work force.
- * The European Commission has also published (in Supplement 5/88 of Social Europe) a review of its achievements in the areas of education, training and youth in 1987 (Directorate-General for Employment, Social Affairs and Education, 200 rue de la Loi, 1040 Brussels).

Health: The Commission has sent on a draft Recommendation to the Council of Ministers calling for a Community-wide ban on smoking in public places based on the findings of a survey in which 77% of the respondents (65% of the smokers and 84% of the nonsmokers surveyed) were in favour of such a measure. The Commission defended its position on grounds of health and safety (such a ban, it reasoned, would have prevented the fire that killed 31 persons in the London underground last year).

Education: The Commission has put forward a proposal for a programme to improve Europeans' mastery of foreign languages. With an estimated budget of 250 million Ecus for the first phase (1990-1994), the LINGUA programme will finance grants for continuous education for teachers, student exchange programmes and the development of teaching materials. Special attention will be paid to universities. Financial assistance will also be available for the promotion of corporate language teaching.

Award: The 1988 European Journalism Award, an honour conferred by the European Commission for the past twenty years on the best journalists nominated by the Association of European Journalists, has gone to Huguette Vandevyvere of *La Voix du Nord* (Lille) and Henk Aben of the *Algemeen Dagblad* (Rotterdam).

Huguette Vandevyvere has always defended the idea of a united Europe. "Today, everyone - or almost everyone - calls himself European...It wasn't like that only 20 years ago, when I first met the European journalists...That is when I began to believe, to hope in a united Europe," she stated in accepting her award.

E U R O P E A N P A R L I A M E N T

At its March Plenary Session the European Parliament adopted a general Resolution concerning the European Commission's programme of work for 1989 and a Resolution put forward by the Committee on Women's Rights demanding in particular that the programme include a specific chapter on sexual equality. The Resolution (which 42 MEPs nevertheless voted against) also calls for a Directive on affirmative action (including quotas); a Directive on equality with regard to the taxation of income; a Directive to harmonise maternity legislation in line with the more advanced national legislation; a Community job classification system that does not undervalue women's work; a Directive on flexible work schedules; and a third equal opportunities programme.

Answering a question from Hedy d'Ancona on this last point, Commission President Delors confirmed the Commission's intention to do just that, for, as he pointed out, it would be paradoxical if nothing were done to improve women's status at the very moment that the Community was getting ready to adopt a Bill of fundamental social rights.

The Internal Market - a Challenge for Women

This is the theme of the forum attended by national parliamentarians that was held in Brussels on 22-23 February by the Committee on Women's Rights. Committee Chairwoman Hedy d'Ancona (Dutch Socialist) expressed her delight at having the opportunity to have such "direct contact" with the women members of the Member States' Parliaments and hoped that such a meeting

would become an annual tradition. In addition, in the meeting's conclusions she asked the European Commission to set up a unit to study the impact on women of all measures being considered to complete the Single Market. D'Ancona regretted that Directives concerning women were usually watered down as they went through the Council of Ministers, as well as the fact that the Council has done nothing since its June 1984 Resolution promising measures to combat female unemployment. Finally, she felt, that, given current demographic trends, Europe will soon no longer be able to afford the luxury of leaving women outside the labour market.

Yvette Roudy (French Socialist, currently member of the National Assembly, Chairwoman from 1979 to 1981 of the European Committee's Ad Hoc Committee on Women's Rights) spoke in favour of the creation in each Member State of a "strong, permanent" institutional structure where parliamentarians, experts and association representatives would be able to discuss the implementation of Community Directives. Another national MP, Ms Trees Merckx, gave the Belgian legislature good marks regarding direct discrimination, which has disappeared from the texts, but stressed the continued risks of indirect discrimination.

In the "European camp", French Socialist Marie-Claude Vayssade, Rapporteur on the implementation of Community Directives concerning women, found a "world of difference" between legislation, which has been updated almost everywhere, and reality. Belgian Socialist Marijke Van Hemeldonck, Rapporteur on 1992's impact on women, contended that little attention had been paid to women in preparing 1992. For example, no one seems to have thought of the consequences of worker mobility on families. Yet, as the MEP pointed out, family law, which currently varies from one State to the next, will have to be compatible within the "European Legal Area". Marietta Giannakou, from Nea Demokratia (Greece), took up the issues of her report on women in decision-making centres, exhorting women to vote for women and not replicate the "macho mentality".

Two Commissioners also testified before the Forum. Vasso Papandreou announced that she intended to launch a new action programme for equal opportunity in the '90s that, in her opinion, would bring about a real "social reform". Papandreou heavily underscored the importance of education, terming a situation in which women with trained skills or university educations could not find suitable jobs "a waste of vast resources".

Jean Dondelinger, who reviewed the public information and communication initiatives taken by the Commission over the last ten years, was pleased with the progress that had been made in this area. Declaring that "the dialogue between women and the (Community) institutions must be interactive", he stressed that the Community's "equal opportunities" policy was one of the Community policies most able to show how the project of a united Europe, a People's Europe, was a project of change, a project for a society of greater justice and solidarity.

The proceedings of the Forum will be published at the end of April in all of the Community's languages.

Useful address: Committee on Women's Rights, European Parliament, Plateau du Kirchberg, Luxembourg.

Plenary Sessions:

During its January plenary session the European Parliament heard Commission President Delors review the new Commission's major policy guidelines, with emphasis placed on Social Europe, People's Europe and the Community's role in the world, as well as on completing the Single Market.

In February the Parliament adopted a report by Fernand Herman (EPP, Belgium) calling for progress in achieving a European Union and a (if possible Community-wide) referendum to be held on this issue. It also adopted a string of interesting reports drafted by women and covering the following topics:

- education (Jessica Larive, Dutch Liberal): The European Parliament calls for a medium-term programme and the strengthening of existing programmes;
- young people (Nicole Fontaine, EPP, France): The European Parliament would like to see the creation of a Community youth card;
- sports (J. Larive): The European Parliament calls for a 1990-92 action programme that includes measures to encourage women to practice sports and takes the implications of 1992 for sports into account;
- the CAP and the Third World (Katharina Focke, SPD, Germany): According to the European Parliament, part of the savings produced by the cuts in farm subsidies that will come out of the Uruguay Round should be used to help the developing countries;
- leisure (Caroline Jackson, British Conservative): The European Parliament has amended the draft Directive on package trips;
- foodstuffs exported after nuclear accidents (Undine-Uta Bloch von Blottnitz, German Greens): The European Parliament rejected the Commission's proposals, which it considers too permissive;
- dismantling nuclear power plants (U. Bloch von Blottnitz): The European Parliament approved the schedule for 1989-1993;
- protection of animals: The European Parliament adopted the reports of Carole Tongue (British Labour) on using animals for experimentation, Marcelle Lentz-Cornette (EPP, Luxembourg) on protecting the brown bear; and C. Jackson on banning the use of jaw traps (as well as a report by Carlo Alberto Graziani, Italian Communist, on protecting wolves). Once again, due to the overloaded agenda, there was not enough time to discuss the report of Dutch Green Nel Van Dijk on women's health.

The number of women in the European Parliament will not change as a result of Christiane Scrivener's move to the European Commission, for her replacement is another woman, Monique Badenes, who joins the EPP. Welcome!

Committee on Women's Rights

The Committee heard Christiane Scrivener report on the European Commission's tax proposals (one of the most delicate areas of the Single Market). The Committee members asked some very specific questions. For instance, Vera Squarcialupi (Communist Group) asked how Italian women will be able to manage their budgets if meat is taxed at 19%. When, Dutch Socialist Ien van den Heuvel wanted to know, will environmentally-harmful products be taxed accordingly?

The Committee also heard a talk by Jo Walgrave, Chairwoman of the European Advisory Committee on Equal Opportunities, who expressed concern over the effects of 1992 on the situation of women. Walgrave also announced that her Committee would step up its work on childcare, which she said was a political as well as social problem.

Finally, the Committee listened to representatives from COPA's Women's Committee, who reiterated their plea for a status for farmers' wives.

A good example: The European Parliament specifies in its announcement to fill the position of head of its Paris Information Bureau that it is looking for a new head (male/female) for its bureau. It adds that the European Parliament applies a policy of equal opportunity for its male and female personnel. In order to correct the imbalance in "A" category jobs, it strongly urges women to apply.

COUNTRY TO COUNTRY...

FACTS, INSTITUTIONS, LAWS

AND MILITANT ACTIVITIES

B E L G I U M

A woman, Raymonde Dury, Member of the European Parliament, has been chosen to head the French-speaking Social Party list in the June European elections.

Women and Revolution: As part of the bicentennial celebrations of the French Revolution, Bank Brussels Lambert is sponsoring an exhibition on "Women at the Time of the French Revolution", from 31 March to 15 May inclusive, Place Royale No. 6, 1000 Brussels. More than 120 works of art (mainly paintings, drawings, prints, furniture and china), as well as period clothing and jewellery, illustrating the role played by women in public and daily life are on display. The exhibition also includes an audio-visual presentation financed by the Women's Information Service of the European Commission.

People's Europe: Belgium's "big chief" of "borderless" Europe is a woman, Anne-Marie Delvaux, Director-General at the Ministry of Justice. The Rhodes Summit in December 1988 had urged each Government to appoint one person to handle the internal security problems (crime, terrorism, drugs) that would be caused by the dismantling of the Community's internal borders. The first meeting of the officials selected for this task in the twelve Member States took place in Brussels in February.

Elections: As a democrat, Interior Minister Louis Tobback feels that it is "scandalous" that only 20 of the 502 burgomasters (i.e., mayors) appointed after the last local elections are women. His ministry has drafted an interesting report, the Beyens report, describing the typical Belgian burgomaster: a 53-year-old male civil servant, employee or professional. (By the way, the youngest burgomaster is currently a woman, 25-year-old Dominique Jeanmoye, of Héron.)

Helpmate spouses: The country's associations of spouses who pitch in without pay have won a major victory. As a result of the tax reform that went into effect on 1 January, the self-employed will be able to assign a fraction of their incomes to their helping wives, as long as the wife does not earn more than BFr350,000 on her own. Thus, says the doctors' spouses association, *Association des conjoints-aidants de médecins* (ASCAM, 113 rue Roi Albert, 4200 Ougrée, Tel.: 041/37 44 92), the self-employed (shopkeepers, craftsmen, professionals and farmers) will be able to assign

a real taxable income to their spouses, who will thus become taxpayers in their own right. Besides ASCAM, two other associations of this type exist in Belgium, one in the food sector (ASCALIM), the other in the building trades (ASCATIB). In Flanders, doctors' wives are the only ones to have mobilised, under the initials VEMEA.

Affirmative action: The Secretary of State (Junior Minister) for Social Emancipation, Miet Smet, has begun to see some results of the awareness-raising campaign she launched in July 1987 to encourage equal opportunity for women in employment. Affirmative action schemes will soon be instituted in companies with more than 100 employees and some twenty companies with a combined work force of more than 50,000 have already signed pacts with the Government under which the Secretary of State's office offers them the services of experts to guide their affirmative action efforts (and this number should double quickly). The companies that have signed up include IBM, Monsanto, Siemens and GB/Inno/BM. In addition, a special unit has been set up within the Industrial Relations Department of the Ministry of Employment and Labour to have affirmative action schemes included among the points on the collective bargaining tables.

Women and power: The Interfederal Committee of the Socialist Party's women's section (*Commission interfédérale des femmes du Parti socialiste*) held a colloquium on women and power during which Viviane Jacobs, the Socialist Party's delegate for women's rights, stated that the Party has been "running in place" since the institution of quotas in the early '80s. The Secretary of State (Junior Minister) for Europe 1992, Anne-Marie Lizin, felt that power was measured by the number of decisions made. MEP Raymonde Dury encouraged women to be less timid.

Language: During a meeting of the Chamber's Committee for the Interior, General Affairs and Civil Service, Laurette Onkelinx questioned the Interior Minister about the introduction of feminine forms of the names of trades, positions, ranks and titles. The language, she claimed, has to change if the Government does not want to look ridiculous. She cited the case of a notice on an office door that read, "*Monsieur le Directeur est en congé de maternité*".

Music: "Women also compose" is the name of the concert held in Brussels this year to make known piano compositions written by women in Germany, Belgium, France and the Netherlands in the last three centuries. The programme of the piano recital given by Wally Karveno and sponsored by the European Commission's Women's Information Service contained works by thirteen women ranging from Elisabeth Claude Jacquet de la Guerre (France, 1664-1729), who played her compositions for harpsichord for the Sun King's court and became a rival of Couperin, to Thérèse Brent, born in France in 1935, winner of the Rome Prize, teacher at the *Conservatoire national supérieur* in Paris, and the composer of many works.

Maternity:

- * To avoid one of the causes of discrimination in hiring, namely, the possibility of pregnancy, Social Affairs Minister Philippe Busquin has proposed that the current maternity leave system, in which the future mother's employer bears the cost alone, be replaced by a maternity fund to which all employers would contribute based on the total number of employees (both men and women) on the payroll.
- * The leader of the PSC MPs, Michel Lebrun, has submitted a bill that, if adopted, would allow men to take an eight-week paternity leave following the birth of a child if the mother was unable to take care it.

- * The Belgian Council of Ministers has approved an *Arrêté royal* making nursery fees tax deductible for children under 3.
- * The *National Vrouwenraad* (Avenue Louise 183, 1050 Brussels, Tel.: 647 0905) and its French-speaking counterpart, the *Conseil national des Femmes*, have held a colloquium on family and democracy that reached the following main conclusion: preserving the rights of each individual within the family is vital. The participants also discussed the results of a survey carried out by the Free University of Brussels that found that ~~most~~ women would like to have more children than they actually do (which requires more possibilities allowing them to combine the roles of mother and working woman).

Countdown 1992: The *Institut européen interuniversitaire de l'action sociale* (179 rue du Débarcadère, 6001 Marcinelle, Tel.: (071) 36 62 73) will be holding a colloquium on "women in 1992" at Marcinelle on 24-25 May.

The Women's University: (*Université des femmes*, place Quêtelet 1a, 1030 Brussels, Tel.: 219 6107) offers a seminar series on education on Thursday evenings for the first half of 1989. One of the topics tackled, that of co-ed classes, gave rise to some interesting remarks. Thus, according to Patricia Piron, a psychotherapist specialising in teen-agers, it is easier to speak about emotions in classes that are not co-ed. Co-education is not necessary the solution to all problems, according to another teacher, Françoise Hecq, who found that the pupils in her all-girl and all-boy classes were "much more spontaneous". Nadine Plateau, a language teacher, wondered if separating the sexes might not be appropriate in certain circumstances.

Research: The Dutch-speaking Women's Studies Centre (*Centrum voor Vrouwenstudies, Frei Universiteit Brussel*, 2 Pleinlaan, 1050 Brussels), which was set up in 1987, has announced its first publication, covering such a variety of subjects as work, medicine, science, teaching, and the women's movement.

Soroptimists: The Antwerp Soroptimists' Club (Bea Rabe, p/a *Soroptimist Club Antwerpen*, J. Ratinckxstraat 1, Bus 3, 2600 Berchem, Tel.: (03) 517 4166) has published, with the support of the Secretariat for Emancipation, a brochure with the title *Een Vrouw in de Kijker* (A woman on focus) aimed at encouraging girls finishing secondary school to choose studies leading to careers of responsibility and leadership. This interesting brochure contains information gleaned from twelve women who were invited to describe the phases in their careers to the Club. These women include a woman director of Fabrimetal, the Vice-President of Sigma Coating Holding, a museum curator, the managing director of INBEL, the dean of the ULB's Faculty of Social Science, Political Science and Economics, and a Kredietbank *attaché(e)*.

Health: Karin Rondia of *La Libre Belgique* is the first woman to win Smith Kline-RIT's biennial Prize for Medical Journalism; Guido Swillen of the *Gazet van Antwerpen* won the prize in the Dutch-language section.

D E N M A R K

Equality on the labour market: The Danish Council of Equality held a conference in February on the situation of women on the labour market and their job prospects. The first two days of the conference focused on discussion of education and employment strategies based on proposals made by scientists, political figures, labour-market-related organisations, and representatives of the Labour Ministries' main departments. Proposals concerning new life-styles, the Community and Internal Market, and the legislation on jobs and education for the unemployed were also put forward. The third day was devoted to the subject of women in managerial positions. Five women holding either private-sector or government executive positions were invited to explain the problems related to career advancement for women.

The Council of Equality also presented a thought-provoking book at the conference called Are women up to working? and a study of the barriers and opportunities for women to reach executive positions.

Useful address: *Ligestillingsradet*, Frederiksgade 19-21, 1265 København,
Tel.: 01/92 33 11.

Draft legislation on equal opportunity and pay: Two new proposed amendments to Denmark's equal opportunity and equal pay laws are being studied in the *Folketing* (Parliament). The Danish National Women's Council (DKN) has stressed that the Labour Ministry's bills do not reverse the burden of proof for women claiming to be the targets of discrimination. The DKN would like the principle of reversing the burden of proof into consideration in both the equal opportunity law and the equal pay law. Denmark's Labour Minister has supported the reversal of the burden of proof in Community draft legislation.

Women's Festival in Copenhagen: A Women's Festival will take place in Copenhagen on 10-11 June 1989 as a result of the strong interest raised by the Nordic Forum, a Scandinavian conference on women, held in Oslo in 1988. Following the example of the Nordic Forum, seminars, workshops and cultural exhibitions will be held during the festival.

National Danish Women's Council turns 90: The DKN celebrated its 90th birthday in early mark. The event was marked by a conference, held in the wake of the Council's annual General Assembly, during which the issue of women's economic independence, especially their situation vis-à-vis the national retirement scheme in coming years, was brought up. Bente Rosenbeck, a researcher specialised in women's issues and member of the DKN's executive board, reviewed the Council's long and fascinating history.

The DKN also put forward a new programme on children's roles in society that raised, among other things, the problem of improving childcare possibilities.

The DKN now has 41 member organisations representing a total of 1 million individuals. It has served as an umbrella organisation for Danish women's associations and organisations specialised in equal opportunity matters. Most of the political parties' equal opportunities committees currently belong to the DKN. In addition, more and more trade unions are setting up equal opportunity committees, which is triggering interest in the DKN.

Useful address: *Danske Kvinders Nationalrad*, Niels Hemmingsensgade 10, 1153
København, Tel. (01) 128087.

F R A N C E

Michèle André's Programme: In our last issue we described the broad lines of the programme of action of Michèle André, French Secretary of State (Junior Minister) responsible for Women's Rights (14 Boulevard de la Madeleine, 75008 Paris, Tel.: (1) 4266 5715) as far as the integration and advancement of women in the working world is concerned. The programme also includes a chapter on "combating all forms of exclusion" consisting of measures to encourage the inclusion of women who live alone in government or social services, an experiment with *relais-amitié à domicile* (home "friendship-relay" visits) for elderly women, and information on contraception; and a chapter on access to positions of civic and political responsibility that will start with a "mobilisation campaign" on the role of women in city management.

Politics:

As a result of the 19 March municipal elections, Catherine Trautmann, Socialist, 39 years old, has become the first woman mayor of a city of more than 100,000 inhabitants - Strasbourg.

- * A BVA survey published in the 26 January issue of *Paris Match* shows that the public tends to have confidence in female politicians. 80% of the men and 89% of the women surveyed felt that if women succeeded, it was because of their abilities, whereas 13% of the men and 5% of the women answered that it was because of their "charm". In addition, 28% of those polled were "shocked" by the fact that very few women pursued major political careers, versus 69% who were not. Finally, 40% of the male respondents said that they would encourage their partner or spouse if she wanted to go into politics, 34% would try to talk her out of it, and 9% would "forbid" it completely.
- * The end-of-year issue of the *Bulletin de l'Association Nationale des Françaises à l'étranger* contains information on women and politics in Germany with special attention paid to the problem of quotas.
- * Concerning quotas, the *Fédération nationale des élues socialistes et républicaines* (12, Cité Malesherbes, 75009, Tel.: (1) 4526 5050) has published "*Une autre place pour les femmes*" (Another Place for Women) by Régine Saint-Criq, which is both a census of the Socialist women elected to office at all levels of government and an investigation of what they feel to be the obstacles in the way of their political advancement within the party. According to this report, a mandatory 30% quota for women is required in the beginning, instead of the 20% quota that is not even met. There is also a need to familiarise women with the media. What do women elected officials have to say about quotas? Most of them feel that they are "a necessary evil"; 59% believe that they still have a reason for being and 46% that they should be raised (according to 39%, to 50% or more).

Non-traditional occupations:

- * A woman, Sandrine Meikle, of "Maxim's Orly", has been awarded the newly-created "Jacquart Trophy" in the *chef de rang* category (see also "Luxembourg").

- * The Pullmann Mériadeck Hotel of Bordeaux held a "women's week", during which included the awarding of a trophy for the best woman chef for regional cooking (*Association des restauratrices-cuisinières*, 11 rue Barbet-de-Jouy, 75007 Paris, Tel.: (1) 4555 1529).

Music:

- * A symposium on women composers will take place in May during the Vals Festival, Ardèche (René Quinon, 23 rue de Meaux, 60305 Montlévêque, Tel.: 4453 2550).
- * "*Les métiers de la musique s'ouvrent aux femmes*" (the music trades are opening to women) is the title of an article published in *Infos des Métiers de la Musique* (195 rue Henri-Champion, 72100 Le Mans, Tel.: 4384 6029) that describes the interesting initiative taken by the ENAMM to offer a two-year full-time technical and sales training programme in instrument-making for a group of ten women with *baccalauréats* (A-levels) in music.
- * We should also like to call attention to the fascinating research that Françoise Bois Poteur (12 Allée du Chèvrefeuille, 36130 Deols) has been carrying out for years on the *vielle* or hurdy-gurdy, a traditional instrument that goes back to the Middle Ages and was very popular at the court of Versailles under Louis XV. She has also recorded a compact disc of music for the baroque wheel hurdy-gurdy (*La vielle à roue baroque*).

Audiovisual production: Three women have been appointed to the *Council Supérieur de l'audiovisuel* (Higher Audiovisual Board). They are Geneviève Guicheney, journalist and announcer on *Soir 3*; Monique Augé-Lafont, national education inspector; and Daisy de Calard, of the *Commission Nationale Communication et Libertés* (a watchdog committee for freedom of communication).

Health: The newly-created *Conseil National du SIDA* (National AIDS Council) is headed by a woman, Françoise Héritier-Augé, a social anthropologist from the *Collège de France*.

Women and Business:

- * "*Initielles*" (17 rue des Arts, 3100 Toulouse, Tel.: 6122 6682) puts out a magazine, *Info-Actualités des femmes qui entreprennent*, containing news about its activities, e.g., discussion of the creation of "women's banks"; introductory accounting courses; information on women who work at home on-line; etc.
- * The *Institut de coopération sociale internationale* (4 Avenue du Colonel-Bonnet, 75016 Paris, Tel.: (1) 4525 6883) circulates information and brings together more than 200 women founders of companies, bankers, investors, administrative decision-makers, etc. The Institute pointed out in its bulletin that 13 of the 70 grants awarded by the European Commission in 1987 to women planning to set up businesses went to French projects.

Countdown 1992:

- * A group of women from Lorraine has created an association called "*Femmes Europe 92*" (Women Europe 92). Its president is Marie-Alberte Carles (22 en Nexirue, 57000 Metz, Tel.: 8774 4959). The association has numerous chapters in Germany, Luxembourg and Spain and has already organised talks on women in the European Community, monetary integration, and the "European educational zone".
- * CIMADE (*Service oecuménique d'entraide*, 76 rue de Grenelle, 75007 Paris, Tel.: 4550 3443) has published a report on its "women at the dawn of 1992" meeting.
- * The CFDT has published in *CFDT aujourd'hui* (4 Boulevard de la Villette, 75955 Paris Cedex 19) a summary of a similar meeting on preparing women to cope with the changes that will result from the implementation of the Single Act.

Immigrant women:

- * The association *Collectif Femmes Immigrées* (14 rue Nanteuil, 75915 Paris) has published a study by Saida Marie Rahal-Sidhoum on a statute to ensure the autonomy of immigrant women. The report examines the problem in the context of 1992.
- * ANEF (*Association Nationale d'Entraide*, 5 rue Moufle, 75011 Paris, Tel.: (1) 4357 9308) held a colloquium recently on "integration in the feminine" devoted more specifically to the social integration of women from the North African immigrant population in France. The association intends to follow up this initiative, notably by trying to reach people on the fringes of society through radio broadcasts.

Violence: Since 1980, the Villeurbanne Women's Rights Information Centre (*Centre d'informations sur les droits des femmes de Villeurbanne*, 156 Cours Tolstoi, 69100 Villeurbanne, Tel.: 7803 9337) has received calls for help from 12,000 women who, with their children, have been the victims of violence. The Centre has launched a bimonthly called "*V.I.F.F. Ecrit*".

Festivals, Colloquia, Publications:

- * "*L'information partagée*" ("Shared information"), the first national and European congress of information centres for women was held in Paris on 24-25 January 1989 under the auspices of the CNIDFF. The event was marked by the creation of a European network of ideas and exchanges, the secretariat of which is currently run by Françoise Michaud, CNIDFF, Maison de l'Information, 7 rue du Jura, 75013 Paris.
- * Cinema: The 11th International Women's Film Festival of Créteil, held at the *Maison des Arts* (Place Salvador Allende, 94000 Créteil, Tel. (1) 4207 3898), included for the first time an "images of black women" section.
- * The last issue of *La lettre des femmes journalistes*, published by the *Association des femmes journalistes* (12, rue Elzévir, 75003 Paris), deals with books by women about women. The magazine comes out five times a year.

- * The creation of a **national association of libraries and documentation centres** to keep and disseminate documentation on women is what Simone Blanc and Marie-Madeleine Coste of the Marguerite Durand Library (Bibliothèque Marguerite Durand, 21 Place du Panthéon, 75005 Paris, Tel.: 4326 8505) are setting their sights on following the European Colloquium of Documentation Centres held in Milan in June (see issue No. 55 of Women of Europe).
- * The French revolution: A "women and revolution" engagement calendar that includes a "portrait gallery" of lesser-known figures has come out (ACID, 53 rue d'Auguesseau, 92100 Boulogne-Billancourt).
- * *Grain de sel* (62 Boulevard Garibaldi, 75015 Paris) has continued to organise systematic encounters with women from all of the Member States. The association has already met with women from Spain and Greece, and exchanges with Italian women are scheduled for April. *Grain de Sel* also began publishing "European information cards" in its bulletin a few months ago.
- * Marseillaises, the bulletin of the Women's Guidance and Documentation Centre (*Centre d'orientation et de documentation féminin*, 81 rue Sénac, 13001, Tel.: 9147 1405) wonders where the *marseillaises* (Marseille's women) have gone. The many interesting articles it contains includes one with the title "only 24 streets named after women".

G E R M A N Y

Quotas:

- * According to the EMNID Institute, 69% of German women are in favour of setting up quotas for women and one out of two (compared with 35% of the men surveyed) feel that, if all qualifications are equal, women should be given priority by employers. The SPD (Ollenhauerstraße 1, 5300 Bonn 1) has published the record of the debate on quotas that took place at the 1988 party congress.
- * In commenting on the 40th anniversary of their organisation, CDU women (Konrad-Adenauer-Haus, 5300 Bonn) declared that the CDU wants "neither token women nor quota women".

Equality: The SPD submitted a bill in the Bundestag aimed at achieving equality between men and women in society, at work, and in the home. The draft includes a general equality clause and calls for changes in labour laws (especially as regards legal sanctions in cases of discrimination), measures for the advancement of women in civil service jobs over a limited period, and measures to reward companies that treat men and women as equals.

The Women's Council's Agenda: The president of the *Deutscher Frauenrat* (Sudstraße 125, 5300 Bonn, Tel.: 31 60 94), Brunhilde Fabricius, has unveiled some 70 proposals contained in the programme that the Council hopes to see carried out in the coming years. Of special interest are reform of the social security system to eradicate discrimination, especially with regard to retirement age; an affirmative action law for working women showing clearly to what extent the existing laws have been designed with men in mind; a plan giving a solid financial foundation for

the work of women's associations; improvement of the status of female resident aliens; and retraining measures and measures to help women wishing to go back to work.

"Men's jobs": A study by Wuppertal University confirms the difficulties encountered by women who try to break into "men's jobs" and hold positions of responsibility in traditionally male domains. For example, women make up 98% of the electronics industry's workers but only 3.3% of the engineers.

Schools: According to the 1988 statistics, more than half of Germany's teachers are women, but very few schools have women principals. The proportion of women elementary school principals ranges from 7.8% in Saarland to 41.7% in Lower Saxony. At the secondary school level, women account for less than 15% of the principals in nine of the ten *Länder* (States).

Useful address: *Zweiwochendienst*, Postfach 120508, 5300 Bonn).

Volunteer work: Of the roughly 2 million people who do volunteer work in Germany, 1.6 million are women. These women provide more than 700 million hours of free social assistance each year, worth an estimated 20 billion Deutschmarks. (Source: *Frauenpress*, Sachsenring 2-4, 5000 Köln 1)

Women entrepreneurs: *Den Laden schmeißen: Ein Handbuch für Frauen, die sich selbständig machen wollen*, by Marie Sichtermann, Brigitte Siegel, and Barbara Sichtermann (Fisher - TB 3394, Frankfurt-am-Main) is a book full of practical advice for women who want to "run their own shows" and concrete examples of what they can do to set themselves up in business.

Attitudes: Since January 1989, more than 70,000 posters asking men, "Are you strong enough for equality?" have blossomed on the Federal Republic's walls. This national campaign to change mentalities and for more equitable sharing between men and women was launched by then Minister Rita Süßmuth (Bundesministerium für Jugend, Familie, Frauen und Gesundheit, 5300 Bonn 2).

Abortion: A complaint has been lodged against the Green and Social Democratic MPs who joined the "Down with 218" campaign (the Federal Article making abortion a crime) supported by more than 200 women, men, and doctors and the four women ministers of Schleswig-Holstein. Hamburg's five women ministers and junior ministers have asked Ursula Lehr, Hamburg's Minister for Youth, the Family, Women and Health, to take action to protect women who decide to have abortions from negative public pressure.

Parental leave: The chemical giants BASF and Hoechst are now offering new fathers and mothers the possibility of taking one year's paid parental leave with a guarantee of employment upon their return.

Rape:

* Following the examples of Bremen, Hamburg, and Schleswig-Holstein, Rhineland-Westphalia has also set up a special department to help rape victims (a rape occurs in Germany every 5 minutes!).

* Ilse Ridder-Melchers, the Secretary of State (Junior Minister) for Equality for Women (*Staatsekretärin für die Gleichstellung der Frau*, Staatskanzlei, 4000 Düsseldorf 1) has spoken out strongly against daily sexual violence, most cases of which are never denounced.

Good marks: Saarbrücken has won the prize for "the town the most committed to equality for women". The Women's Status Delegate of the State Government of Saarland, Dr. Otti Stein (Am Ludwigplatz 14, 6600 Saarbrücken), intends to continue the work in favour of women, notably at the municipal level and in the cultural sphere.

Cinema: A retrospective of Soviet films on the theme "woman's image in Soviet film" from the '20s to today will take place in Hamburg in May. It is being organised by Leslie Franke and Jutta Heppekausen (Lange Reihe 92, 2000 Hamburg 1, Tel. 24 05 17), who intend to use the occasion to develop contacts with the Soviet women, including film-makers, writers, and actresses, who will be in Hamburg for the event. A dozen films tracing the history of Russian women over the last 70 years will be shown.

Names:

- * Ursula Lehr, a sociologist and expert on the problems of elderly women, is Hamburg's new Minister for Youth, the Family, Women and Health.
- * As a result of the policy of rotation followed by the Greens in the Bundestag, Germany has two new women MPs, Marie-Luise Schmidt and Sieglinde Riess.
- * Elisabeth Horn-Vormschlag is the new officer for women's affairs in the Federal Ministry for Cooperation and Development.
- * Ilse Janz is the new chairwoman of the Bremen chapter of the SPD.
- * Green Heike Wilms-Kegel is the only woman to chair a Bundestag committee (that of Youth, Family, Women and Health).
- * Ingrid Matthäus-Meier, the Bundestag SPD group's spokeswoman for financial affairs, has received the "golden mike" for her speech in the debate on the Federal budget.

Berlin goes over its quota: Women have the majority in West Berlin's Senate (its governing body). Eight of the thirteen senators are women: five Social Democrats and three Greens. This is an important first, and the new Mayor, Mr. Momper (SPD), underscored the abilities and experience of the women called to take on these positions of responsibility during his presentation of the new government.

G R E E C E

Equality: Maria Kypriotakis, Under Secretary for Equality, has introduced draft legislation (amendments to a bill on tourism) to set up a Research Centre on Equality and give government subsidies to the main women's and other organisations affected by research on equality. The necessary appropriations would be supplied by the Government's official investment programme and, if necessary, Community sources.

The Under Secretary's office also held a seminar at the end of 1988 on affirmative action to achieve equal opportunity in employment.

Quotas: Greece's women's organisations, which are in favour of instating a minimum quota of 35% women in the political parties' election lists and governing bodies, have full support for their position from the rank and file. Their coordinating committee is waiting for the main political parties' response.

Women and Politics: With the help of the National Centre for Social Research (EKKE, Sofocleous 1, 10559 Athens), the General Secretariat for Equality conducted an investigation of women's political attitudes that revealed that, while 68% of the women surveyed refused to pattern their voting behaviour after that of their husbands, 48% of them admitted that they actually did vote consistently for the same parties as their husbands. Only 5% of the women over 45 said that they did not vote like their husbands, compared with 20% of those under 30. In addition, 75% of the women felt that politics was not men's business only, and more than 50% thought that things would be better if women were more active politically.

Family: Twenty-five women's organisations unveiled in February the results of a year of research on the characteristics of the family in contemporary Greece. They used the occasion to voice regret over the lack of a consistent family policy and challenged the political parties to come up with some clear answers on this point.

Useful Address: Protovoulia Gynekon gia tin Synchroni Elliniki Ikogonia,

Economy: "Alternative Economic Solutions for Women" is the title of the meeting that will take place in Athens on 24-26 August under the joint sponsorship of the Institute of Mediterranean Women's Studies (*Kentro Erevnon gia tis Gynekes tis Mesogiou* (KEGME), 1928 Leoforos Alexandras, 11521 Athens) and the International Economist Association. The latter will be holding its world congress in Athens in late August and early September, during which it will try to reconstruct the economic history of women and formulate alternative economic development proposals that would benefit women in particular.

Discrimination: An inter-regional seminar on the UN Convention for the elimination of all forms of discrimination against women was held in Athens on 23-27 January. The seminar, which was attended by representatives of 17 developing countries. The seminar, which was co-sponsored by the General Secretariat for Equal Opportunity, underscored the vital importance of having specific mechanisms at the national level enabling the Convention to be implemented.

Awards: The Greek Women's Rights League (*Syndesmos gia ta Dikeomata tis Gynekas*, Solonos 41, 10672 Athens) has conferred its annual Pavlos Paleologos press award on journalist Poly Miliori, whose articles were considered to have projected the best image of women's equality today. The League also conferred an award on a university essay on the modern Greek family.

Health: The General Secretariat for Equality and Ministry of Health co-sponsored a conference on the position of women in today's society and its effects on their physical and mental health.

Useful address: *Geniki Grammatia Isotitas*, Mousseou 2, Plaka, 10555 Athens.

I R E L A N D

Media: The Irish national radio and television station, RTE, has been awarded a special award by New Women Magazine award for the attention it pays to women in the workplace. It was chosen from 100 entrants.

Education: Gemma Hussey has resigned from the opposition party's Front Bench and stated that she will not stand in the next general elections. The former Fine Gael Education Minister intends to resume her career as the director of a language school. Her important contribution to public life was underscored by Fine Gael leader Dukes and Mary Banotti, MEP.

Female talent: The National Women's Talent Bank (c/o Council for the Status of Women, 64, Lower Mount Street, Dublin 2, Tel.: 607 731 or 611 791) is computerising its Talent Bank Directory, which it has been publishing for years to make known the very many Irish women who, in view of their talent and experience, should logically be called upon to play a role in the society of their country. The Talent Bank's staff add that, when asked why more women are not appointed to higher bodies in its administration, the Government constantly replies, "We would like to, but we never find them". Government officials, take note. You can search for them in the talent bank placed at your disposal (and which is in need of financial support).

Meanwhile, Prime Minister Haughey (Department of the Taoiseach, Government Buildings, Dublin 2, Tel.: 698 333) has asserted, in answer to a parliamentary question, that 16% of the appointees to State boards are women and that he has asked his ministers to advance the position and status of women in all aspects of their responsibilities.

Budget:

- * The Government has recognised the plight of widowers and abandoned husbands who are bringing up their children on their own in this year's budget. A new Social Assistance Allowance Scheme for such groups along the lines of the current non-contributory scheme for widows and abandoned wives is to be introduced in October.
- * A heated discussion over the Government's proposal to make payments granted under the Children's Allowance Scheme means tested from next year on. The AIM Group for Family Law Reform attacked the proposal (the payments have been made up to now on a universal basis) because the allowance is the only money that a non-earning wife is entitled to receive into her own hand. The Group said it would be preferable to continue paying the allowance to all mothers, but make it taxable. The Labour Party is also opposed to the scheme.

For more information, contact the Department of Finance, Merrion Street, Dublin 2, Tel.: 767 571)

Unwed mothers: Ally, the voluntary agency that has helped more than 8,000 unmarried women and their children over the past twenty years, is to close down, primarily because it has achieved its main objective of making the position of unwed mothers better known to the public. The main service offered was to provide a home for pregnant unwed women during pregnancy, but agency staff say that in recent years more and more young women have been opting to stay at home or arrange their own accommodations, helped in this, according to retiring Chairperson Gemma Rowley, by the introduction

of the Unmarried Mother's Allowance in 1974 and the decision by the Dublin Corporation to give unmarried mothers points on the Housing List. Part-time services will continue to be provided as the agency is phased out.

Rape: The Dublin Rape Crisis Centre (70 Lower Leeson Street, Dublin 2, Tel. 614 911), which has had funding problems, has been awarded a 100,000-punt grant in the Government's Budget. The Centre, which will be losing its founding director, Anne O'Donnell, has indicated that there is a some 200-person waiting list for its services and those waiting for long-term therapy number about 300.

Sexual Harassment: The Labour Court has awarded 1,500 punts in compensation for sexual harassment to a woman executive whose hotel room was ransacked during a company residential training programme by three members of the firm's management, including the Managing Director. The case breaks ground in that it is the first one of its kind in Ireland to establish that sexual harassment is a matter of intention and psychological effect and can be symbolic in form as well as verbal or physical. The chief executive of the Employment Equality Agency (Mount Street, Dublin 2), Sylvia Meehan, has issued a statement welcoming the decision.

Sexual abuse of children: The Irish Parents Together Group has called for change in the Child Sex Abuse Law to enable more prosecutions to be brought in child sexual abuse cases. According to a spokesman for the Irish Association of Social Workers (Liberty Hall, Dublin 1, Tel. 724 698), which has joined forces with the parents on this issue, only a handful of the 500 confirmed cases of sexual abuse of children reported in 1987 ended up in the courts.

Childcare: In a report on Childcare and Equal Opportunities, which is available for 3 punts from the Government Publications Sales Office, Molesworth Street, Dublin 2), the Employment Equality Agency defines the right to childcare facilities as a crucial issue in the achievement of equal opportunity at work. The report, which was prepared by Dr. Ann McKenna, recommends, among other things, that parents' childcare costs be considered a legitimate employment-related expense for income tax purposes and that the cost of providing workplace nurseries should be eligible for corporate tax relief.

What's in a name? Women's Identity is the title of a book being prepared by Ellen J. Cahill (42 Hillside Park, Rathfarnham, Dublin 16), long-time WHO staff member turned consultant. The book concerns the sociological and cultural background and use and misuse of women's surnames. All relevant information is welcome.

I T A L Y

People's Europe: The *Consulta Femminile Regionale del Piemonte* (via Alfieri 15, 10121 Torino, Tel.: 57571) has persuaded the Piemonte Regional Council, which sponsors an annual essay contest for secondary school pupils on "becoming European citizens" to offer an additional topic: "The aim of the European Community is the steady improvement of Europeans' living and working conditions through the reduction of the social and occupational differences between men and women. Can you describe the main phases of action intended to promote equality between men and women in Europe?" A good initiative that reaches young people and deserves to be copied.

Rape: The debate on the bill against rape, originally scheduled to be adopted by the Chamber in February, is likely to be prolonged due to the unexpected approval of an amendment that abolishes an article allowing class action suits in rape cases to support the victims. One of the key stumbling blocks in the discussion is whether the decision to prosecute rapists may be made by the magistrate's office or only by the victim herself. The problem is particularly important with regard to the victims of sexual violence within the marriage, who rarely prosecute. However, a "revolutionary" "rape non-assistance" amendment put forward by Green Gianni Lanzinger was adopted during the debate. This amendment makes witnesses of a rape who fail to intervene liable for prison sentences (a condition which would require a change in the penal code).

Parental leave: The Joint Senate and Chamber Group of Women Communist MPs (via Botteghe Oscure 4, 00186 Roma) has put forward two bills aimed at 1) extending the duration of parental leaves to six months (not necessarily in a row) for each parent until the child's sixth birthday (the leave would be doubled in the case of a handicapped child or single-parent family); and 2) extending to men all of the rights recognised for women concerning absence from work to help their children.

Housewives: More than 2,000 delegates of the federation of Italian housewives, *FederCasalinghe*, descended on Rome to present the Government with a series of demands such as the allocation of a "social pension" for women over 65 and the creation of a "women's card" granting a 10% discount on the prices of staples (not applied at the cash register, but paid into a bank account to constitute a "retirement fund"). The proposals were illustrated by Federation President Federica Gasparrini, who reminded her listeners that there are currently about 11,000 "housewives" in Italy.

Useful address: *FederCasalinghe*, Via dei Cappuccini 6, Roma.

Employment: The economic and social research centre CERES (*Centro Ricerche Economiche e Sociale*, via Nomentana 201, 00161 Roma) devoted the last issue of its publication *Tendenze della occupazione* to female employment, in which it stressed the inability of the production system to provide jobs for women between the ages of 25 and 45 and women with post-secondary school degrees meeting their qualifications.

Mentalities: The Italian Federation of women in the arts, professions and business, FIDAPA (*Federazione Italiana Donne Arti Professioni Affari*, via Domenichino 45, 20149 Milano) held its 20th National Congress under the banner "Why not a Woman?" Social Affairs Minister Rosa Russo Jervolina regretted the fact that such a question still had to be asked in this day and age. FIDAPA President Tatiana de Bartolomeo stressed the need for women to be ready to face the challenges that will arise when the Community's internal borders disappear.

Constitution: To mark the 40th anniversary of the Italian Constitution, a number of organisations of partisans and resistance workers banded together to hold a colloquium in Milan on "reading the Constitution in the feminine to know and verify values, victories and weaknesses", during which Nobel Prize winner Rita Levi Montalcino gave a talk on "women, ethics and science".

Management: The association *Donne in Carriera* (via Santa Maria alla Porta 1, 20123 Milano) has organised a series of seminars on "management principles: appropriate, effective leadership". The aims are to verify one's own leadership abilities, including the ability to motivate fellow workers.

Civil service: The Parliament has adopted a law raising the age limit for civil service exams from 35 to 40 years. This strikes a blow for equal opportunity and the re-integration of women who stopped working to take care of their children.

Exhibition: The Lombardy chapter of the Italian National Women's Council (*Consiglio Nazionale Donne Italiane, Coordinamento regionale per la Lombardia*, via Trebbia 9, 20135 Milano) has set up an exhibition called "Europe is Woman: the long march towards equality, from Rome to 1992" to illustrate the gains made for and by women through the dialogue linking Community institutions, Italian institutions, and women's associations. The exhibition includes one section on the European Community and its work to advance women; a second section on Italian institutions, laws, and initiatives to advance women; a third section on the activities of the CNDI and affiliated associations; and a fourth section on the ten-year history of Women of Europe. The exhibition will travel to other Italian cities. It was organised by Maria Pia Roggero and Lorenza Minoli, drawing on the scientific studies of Maria Weber and Antonietta Confalonieri.

Europe 1992:

- * The Soroptimist Club d'Italia (via Adelaide Ristori 20, 00197 Roma) conducted a survey of how its members thought 1992 would affect women. Most of the respondents felt it would improve career possibilities, the quality of life, and leisure, but feared that the amount of time spent together as a family would be reduced as a result of population dynamics, freedom of movement, etc. The club's previous President, Linda Longoni Brambilla, writes in the magazine Soroptimist that the movement must suggest the changes - even structural ones - in its members' activities that this phase of change requires.
- * The magazine Famiglia Cristiana (via Giotto 36, 20145 Milano) has published a supplement called "1992-appuntamento con l'Europa". Starting with the February issue it also comes with a monthly booklet on Europe 1992.

European Elections: The women of the European Left held a conference called "Europe: We Want it that Way" in Milan in February. They adopted a manifesto stating that solving women's problems must occupy a central position in political decision-making.

Culture and equal opportunity: CRAS FORM, an association for the development of culture and training (via Maria Adelaide 12, Roma, Tel.: 360 5511), is a new women's organisation created to teach the value of culture and training as determinants of equal opportunity, individual freedom and social solidarity. Carla Ravaioli, Alida Castelli, Gioia Longo, Marcella Pompili Pagliari, and Licia Mampieri Saura are founding members. The association has already launched initiatives eligible for European Social Fund aid, notably courses for "equal opportunity operators" in Basilicata, Calabria, Marche, and Sardinia.

Army, Police:

- * A group of women from the PSI and DC want to put forward a bill allowing women to enter military academies and take up military careers (but not take part in combat).
- * Nine young women who applied for the position of traffic policeman in Salerno but were turned down because they were too small, despite their brilliant test scores, have taken their case to court.

Symposia, Contacts, New Associations, Publications:

Quando lo Stato é donna - Europa is the slogan adopted for the events organised in February by the commune of Senigallia with the help of the Regional Equal Opportunity Committee and the Marche Region. The main themes examined were women in decision-making centres and the role of the European Community (*Centro Nazionale di Documentazione della Donna nell'amministrazione dello Stato*, Piazza del Duca 1, 60019 Senigallia).

The first training course for women heads of companies offered by the Association for Women's World Banking (c/o Maria Grazia Randi, Corso Europa 14, 20122 Milano) has come to a successful close. Twenty-eight women participated in the three-month course, which will be repeated.

The *Scuola politica femminile Europea* (viale Piave 21, 20123 Milano) organised earlier this year, with the collaboration of the Federation of European Liberal Parties, a seminar on "the political work of women in Europe" that was attended by several Euro-Parliamentarians.

The Committee for the Study of Women's Status of the Italian trade union *ENEL* is sponsoring an essay contest for sixth-form pupils on "the status of women at work and in life: male/female equality and differences, past and present" (*Commissione di studio per la condizione femminile*, Casella Postale 386, 00100 Roma).

The Italian Women's Centre (*Centro Italiano Femminile*, via Carlo Zucchi 25, 00165 Roma) took time during its 21st National Congress to study the need to find new terms for describing the status of women. It also elected a new slate of officers: Maria Chiaia, President; Maria Rosaria Bosco Lucarelli and Amabilia Diotallevi, Vice-presidents; and Maria Angela Giorgi Cittadini, General Secretary.

Italy's National Association of Women Voters (*Associazione Nazionale Donne Elettrici*, via Principi di Savoia 16, Lecce) has set up a women's hotline in Lecce, *Punto d'Ascolto Donna* (Tel.: 0832-40132) manned by sociologists, lawyers, gynaecologists, and social workers to answer the questions of women in difficulty.

An exhibition on "Women and the Belle Epoque in the Alinari Studio" gives viewers a chance to admire portraits of women made by the famous family of photographers between 1895 and 1910 (Alinari, via Alibert 6, 00187 Roma).

Il Paese delle Donne (via Matteo Boiardo 12, 00185 Roma) has come out with an entire issue on Olympe de Gouges and her model for a social contract between men and women.

Manifesta (via Giordani 21, 80121 Napoli) is a quarterly magazine of information on literature, poetry, and photography.

The cultural association *Associazione culturale Olimpia* (via della Frezza 59, 00100 Roma) will be holding three colloquia this year, one on women in the French Revolution, another on bioethics, and a third one on "Choosing a culture for European women".

Leggere Donna (Contrada della Rosa 14, Ferrara) has published lists of "women's favourite bookshops".

The *Centro Internazionale femminile Alma Sabatini* holds readings of women's poetry every Friday afternoon in Rome. At the end of the year, a selection of the poems will be published in an anthology of women's poetry.

L U X E M B O U R G

Labour: The Chamber of Deputies' Finance and Budget Committee has drafted a report examining the possibilities of improving the entry into or return of women to the work force. In particular, it decries certain types of discrimination in the social security scheme that reflect overly traditional notions of the family (for example, no widower's or orphan's pension is granted upon the death of a wife or mother). According to the report, the legislation on alimony in the event of divorce cases must also be overhauled and an attempt made to offer women the best possible combination between work and their family duties. (The Committee feels that while the State is in a position to do this for its female civil servants, the private sector is less able to do so). According to the report, 34.8% of Luxembourg's women worked in 1987, up from 32.5% in 1981, while the number of women working in the 20-to-24 age group rose over the same period from 68.5% to 82.4%. The report ends on an optimistic note: If more and more women work, they will be able to count more and more on their own rights.

Non-traditional occupations: A young Luxembourg woman, Léa Linster, who is the chef of the restaurant of the same name at Frisange (17 route de Luxembourg) has won the Golden Bocuse. Linster, who was the only woman among the 26 nominees, declared that women have "an innate, even hereditary, sense for cooking", whereas, in the case of men, it is rather a skill that they have mastered (see also the section on France).

Paternity: The Luxembourg Psychology Society (*Société luxembourgeoise de psychologie*) and Training Centre for One-Parent Families (*Centre de formation pour familles monoparentales*, 47 avenue de la Liberté, Luxembourg, Tel.: 490051) held a seminar led by French psychoanalyst Françoise Hurstel on "being a father today". According to Hurstel, the rise in the number of one-parent families calls for thought on how to be a child-rearing father. What is more, the shift from the notion of "paternal power" to "parental authority" shared by father and mother blurs the notion of fatherhood even more.

Inner Wheel (c/o Andrée Wolter, 9 rue du Lycée, 4217 Esch-Alzette) is the name of a women's solidarity and friendship movement composed of the wives, daughters and widows of Rotary Club members. Inner Wheel has 100,000 members worldwide, including 70 in Luxembourg.

Soroptimists: Luxembourg's Soroptimists (Club Melusina, c/o Blanche Moutrier, 16 avenue de la Porte-Neuve, 2227 Luxembourg, Tel.: 47 32 01) celebrated their 40th anniversary with a flamenco recital by Blanca del Rey for the benefit of a women and children's education programme in Peru. The Soroptimists currently have more than 200 members in Luxembourg.

T H E N E T H E R L A N D S

The working world:

- * According to a Social Affairs Ministry report on men and women in the labour force, men gross an average of 7.5 guilders per hour more than women. The report, which was based on a survey of 823 companies and some 17,000 workers, found a difference pay rates at all levels except the bottom. In addition, only 1.5% of the companies offered extended parental leaves and daycare facilities.

The same Minister called the attention of the Committee for Equal Treatment of Men and Women to the fact that 71% of lower-level jobs are filled by women (in contrast, women hold only 6.7% of top-level positions). What is more, 47% of the female labour force, compared with a mere 5% of the male work force, have part-time jobs.

- * The Centre of Aid for the Unemployed of Northern Brabant has published a brochure aimed at girls in particular, as well as, more generally, women job-seekers, that indicates the projects, training possibilities, and employment measures in effect in Northern Brabant. The brochure is designed for future workers in the socio-cultural sectors, teachers and municipal employees and can be obtained for HFL12.5 (postage not included) from *Provinciaal Steunpunt Werkloosheid*, Postbus 558, 5201 AN Bois-Le-Duc (Tel.: 12 43 25).

Poverty: The Women's Platform for Economic Independence has just published a brochure on women and poverty in the Netherlands (*Vrouwen en Armoede in Nederland*) based on the Dutch contribution to the "European Days on Women and Poverty" held in Brussels in November. A number of women were interviewed to learn how they were sucked into the spiral of poverty, how they coped with this poverty, and the extent to which money became an obsession for them. The main conclusion drawn in this interesting publication is that the poverty of women and their financial and legal dependence are two sides of the same coin. The brochure, which also contains 14 recommendations for government action, is available from the *Breed Platform Vrouwen voor Economische Zelfstandigheid*, Postbus 13174, 3507 LD Utrecht.

Women's Movement: *Vrouwenbeweging en internationale organisaties 1968-1986* (Price: 50 guilders; for information, contact Ariadne Boekbestellingen, Malvert 68-55, 6538 ER Nijmegen) is a book on a forgotten chapter of international relations that gives the first comprehensive view of the birth and development of the international women's movement. The book focuses on the women's movement's relations with the League of Nations, UN, Council of Europe, and European Communities, with the contrast between the active role played by women in society and their much less developed role in international relations constantly in the background.

P O R T U G A L

Administration and Equality: A recent ministerial order has extended equal treatment for men and women to the Portuguese public administration. The order is intended to guarantee equal opportunity and equal treatment in both admission to and the performance of public service. The new legislation applies to civil servants and officials of the central, regional, and local administrations and autonomous territories, as well as to social welfare institutions.

How time is spent: Portuguese men watch an average of 5 hours of television a day, or twice as much as women do, while one third of a Portuguese woman's day is taken up by her children and household chores, according to a study conducted by the Directorate-General for the Family (Praça de Londres 2, 1000 Lisboa). The mother is also the one who takes care of the children if they fall ill (83% of the women respondents versus 1% of the men) or takes time off from work to take them to the doctor's (65% of the women compared with 2% of the men). According to the survey, three out of ten women devote themselves exclusively to the family and household activities, whereas most of their husbands (9 out of 10) have paid work outside the home.

Housewives: The National Women's Rights Department of the Portuguese Socialist Party (Largo do Rato 2, 1200 Lisboa) has asked the Deputy Prime Minister to take measures so that the housewife will no longer be considered a "second-class citizen". It also called attention to the importance of revising the tax reform which, in its present state, "unjustly penalises" housewives.

Local power: The Social Democratic Party (*Partido Social Democrata*, Rua Buenos Aires 39, 1296 Lisboa Codex) held a seminar on local power that was attended by hundreds of women PSD members. The seminar was aimed at galvanising women to participate in local power structures and exchanging experience.

Christian women: The participants in a colloquium organised by the Centre of Christian Thought (Centro de Reflexao Crista, rua Castilho 61 - 2° D, 1200 Lisboa) decried the clearly masculine, discriminatory slant in theology, the liturgy and the ecclesiastical organisation of the Catholic church. As "Christ's disciples", the Christian women expressed the desire to find room in the church to deepen their faith, to find a chapel where the presence of women would be welcomed and "revealed".

Women Farmers: The women attending the "5th Encounter of women farm workers of the district of Évora" were quick to point out the forms of discrimination against women that still exist in agriculture. Basically, they do not have the freedom to choose their own occupations and are the first to be hit by unemployment.

Film: More than 40 films from twelve European countries were shown at the first International Festival of Films by Women Film-makers held in Lisbon. The festival generated considerable interest in the public and media and the important role played by women's productions in the development of cinematography was stressed throughout.

S P A I N

Discrimination: The Women's Institute (*Instituto de la Mujer*, Almagro 36, 28010 Madrid, Tel.: 410 5122) has published a report by lawyer Maria Luisa Ochos Trepas on discrimination in taxation ("*Discriminacion en all sistema fiscale*") examined from the woman's standpoint. The report denounces the "negative discrimination against work by women that is engendered by the current system" while hypothesizing that, as more and more women work, the economic independence of women will lead to "individualisation" of the family members that will unavoidably be reflected in the system of taxation.

Employment: According to a study carried out by Maria Amalia Peinado Lopez for the Ministry of Labour and Social Security, Spanish women earn up to 18% less than men. In addition, there are much fewer women on the labour market than men. While 56.2% of women between the ages of 20 and 24 work (versus 66% of men in this age class), only 31.9% of women between the ages of 35 and 39 work (whereas the figure climbs to 97% for men in this age class). In addition, working women are concentrated in the services and agriculture (where they generally are not paid for their work).

Non-traditional jobs: A group of working women from Paterna, a small town near Valencia, has built a low wall in a park to protest the local government's discrimination against women with regard to access to what are considered "men's" jobs. Having placed their last brick, the women then held a demonstration to demand the right to work in traditionally male domains.

Civil service: As already mentioned in issue No. 57 of WoE, the Ministry of Public Administration (information available from *Instituto de la Mujer*) has published its figures on women in the civil service showing that women make up only 34.7% of Spain's civil servants. What is more, there is not a single woman in the Architectural and Engineering Corps and only 6.5% of the country's university professors, 4% of its diplomats, 3.2% of government agricultural and forestry engineers, and 1.1% of the doctors employed by the social security administration are women. In addition, with the appointment of two female ministers, there is a grand total of 30 women (9.1%) among government decision-makers (most of them are director-generals; there is one woman Secretary of State (Junior Minister)).

Poverty: For the recent "Day against the Feminisation of Poverty", a number of trade unions, feminist groups and other organisations collected data on the situation of women in Spain from which it appears that the female unemployment rate is higher than the male unemployment rate (28.2% versus 16.6%); half of the unemployed women are long-term unemployed and, what is more, collect lower benefits than men; 42% of working women work on the "black" economy; widows' pensions are less than half the minimum wage; and 40% of Spain's immigrants are women who either do not work or, most of the time, are cleaning women with a precarious, unprotected situation.

Health: A "European Meeting on Women and Health" will take place at Madrid's medical school on 22-25 July. The points on the agenda include critical analysis of health and family planning policies and regulation of the pharmaceuticals industry; women's views on their own health; maternity, abortion, mental health, etc.; experiments conducted in self-awareness and mutual aid groups; and the need for solidarity and coordination to achieve

common objectives (*Asociacion Mujeres para la Salud*, c/o Barquillo 44, Madrid, Tel. 419 2689, Tuesdays and Wednesdays between 5 and 8 p.m.).

Violence:

- * More than 2,000 complaints concerning mistreatment of women were registered in Madrid in 1988, according to the city's Interdepartmental Women's Commission (*Comisión Interdepartamental de la Mujer de la Comunidad de Madrid*).
- * Some 2,000 women took part in the "days against violence and mistreatment of women" held at Santiago de Compostela in December.

Divorce: Participating in the "days for sexual equality in Community law" organised recently by the *Universidad Autónoma de Barcelone*, Carlota Bustelo, Secretary of State for Social Affairs, announced the creation of an economic assistance fund for women who do not receive their court-ordered alimony.

Children:

- * According to the Ministry of Health, 19,366 abortions were performed in Spain the first eleven months of 1988, whereas, according to the *Instituto de la Mujer*, roughly 105,000 abortions are performed in Spain each year.
- * The *Cortes Generales* (Spanish Parliament) has adopted a law allowing artificial insemination under certain conditions, with the husband's consent required if the woman is married. Surrogate mothers are not allowed in any circumstances; the future mother must bear and give birth to the child herself.

Training: The Women's Technical Centre (*Centre Tècnic de la Dona*, Ronda Sant Pere 68, 08010 Barcela, Tel.: 317 4650) is a training centre founded on sexual equality that offers intensive courses to train or retrain women in skills matching the market demands of the moment as closely as possible.

Basque country:

- * The *Instituto Vasco de la Mujer* has just opened at Vitonia. Its directress is Charo Arteaga.

Meetings, Seminars:

- * Several days of talks and events under the banner of "Days on women and social welfare" were held recently in Madrid by the *Fundacion Pablo Iglésias*, *Federacion de Mujeres Progresistas* and the PSOE's Secretariat for the Participation of Women.
- * The *Asociacion de Ingenieras y Arquitectas* (c/o Almagro 28, 28010 Madrid) held a round table recently on the advancement of women engineers and architects.
- * The *Agora Feminista* association (c/o Almagro 28, 28010 Madrid) discussed the feasibility of setting up a women's university during its last annual meeting, held in Madrid in January.

Trail-blazers: Joséfina Castellvi, a Catalan biologist currently working at the Marine Science Institute, Barcelona, will be the first woman to lead a scientific expedition in the Antarctic.

Widows: Mercedes Mena de Garcia has been elected president of the International Christian Association of Widows' Associations (calle Alfonso XI, 4, 2891 Madrid). The Association, which has members across the globe, plans to hold an international congress at the end of 1991 to make the public and the Church more aware of widows' problems.

T H E U N I T E D K I N G D O M

Margaret Thatcher: In an interview for the magazine *She*, Mrs. Thatcher says that women should take on greater responsibility at work and calls for more women to be nominated to public appointments. The Prime Minister also suggested that several women should get together so that, while one looks after the children, the rest could go out to work part time. The National Childminding Association (8 Masons Hill, Bromley, Kent BR2 9EY) says that its 30,000 members are "horrified" by this suggestion, adding that it violates the 1948 Nurseries and Childminders Act, which makes it illegal to care for a child under five who is not a close relative for two or more hours a day for pay.

Equality: "The volatile combination of massive skill shortages, fewer school leavers, increased international competition and the free European market of 1992 provides a once-in-a-lifetime chance to bring equal opportunities firmly into the mainstream of British life," says the Equal Opportunities Commission (Overseas House, Quay Street, Manchester M3 3HN) in introducing its strategy for the 1990s. Its 17-point strategy focuses on enabling women and men to be effective, responsible employees and family members, removing the barriers that prevent women from participating in the full range of training opportunities, narrowing the gap between men's and women's earnings, and increasing fiscal and pension equality.

Countdown 1992: Six of the fifty-three motions submitted to the 59th TUC Women's Conference (Congress House, Great Russell Street, London WC1 B3KS, Tel. 636 4030) held in Blackpool on 8-10 March concerned the effects of the Single Market on women. Motion 16 noted that "in many areas of interest to women, the United Kingdom falls badly behind other European countries." In Motion 19, the conference warns that the need for a unanimous vote in the Council of Ministers on all issues relating to social provision and workers' rights will enable individual governments to frustrate moves to improve the position of working people.

European elections: The 300 Group, founded in 1980 to promote the participation of women in politics, has launched an appeal for a major push to get women into the European Parliament (as well as the House of Commons and local government). In an open letter that gives credit to the EC for its efforts to better the position of women, its founder, Lesley Abdela, notes that "The parties are all hunting for good candidates" and calls on all women to stand and/or vote.

Maternity:

- * The Maternity Alliance claims that expectant mothers living on social security benefits cannot afford to buy the kind of food recommended by doctors to produce healthy children. The pressure group has thus called on the Government to give extra support to pregnant women. This followed a House of Commons all-party report showing that infant mortality rates are increasing in the UK, particularly among the poor.

- * Nursery education should be available to all three- and four-year-olds whose parents want it, says a Conservative-controlled House of Commons Select Committee. The MPs also called for higher status and better pay for nursery teachers. The Committee pointed out that the need for nursery schools is more pressing today than in 1972, when then Education Minister Margaret Thatcher made an unfulfilled promise to make nursery provision available to 50% of all 3-year-olds and 90% of all 4-year-olds. Today, those children who do attend nursery school do so for only 15 hours a week. What is more, the schools are closed during school holidays, which is of little help to working parents.

Flexibility: The Trustee Savings Bank has joined the growing number of banks to offer career breaks to their staff. It now offers career breaks of up to five years to male and female employees with a guarantee that returners will get back jobs at the same grade. In exchange, staff on career breaks must be prepared to keep in touch with the bank and keep up to date on changes in the world of banking.

Management: Women in Management (66 Marryat road, Wimbledon, London SW19 5BN, Tel. 946 1238) announces a number of important events in its WIM Newsletter to mark the group's 20th anniversary.

Language: In a new report called "Making Women Visible", the Church of England recommends using non-sexist language in church services. For example, "sons of God" would become "children of God" and, in the marriage service, "no one" would replace "no man" in "That which God has joined together, let no man divide".

Exclusion: "Men Only: An investigation into men's organisations", by Barbara Rogers (Pandora Press), is a fascinating account of the way men use rules to exclude women from their activities, whether in school, clubs, the armed forces, church, or financial institutions. Barbara Rogers, editor of Everywoman, wants to see the law changed so that excluding women from men-only organisations where business, employment or public appointments are discussed would be illegal.

Publications:

- * The January issue of Everywoman (34 Islington Green, London N1 8DU) contains articles on infertility, adoption, nurses' equal pay demands, and musician Odaline de la Martinez (in 1984 she was the first woman to conduct a "promenade concert").
- * The Labour Research Department (78 Blackfriars Road, London SE1 8HF, Tel. 928 3649), an independent trade-union-based UK research organisation, has published its 75th annual report and a series of booklets on subjects of interest, such as "Europe 1992" and "Bargaining Report".
- * The Women's Corona Society (Minster House, 274 Vauxhall Bridge Road, London SW1V 1BB, Tel. 828 1652), an organisation of women who have served or are serving abroad, publishes "Notes for Newcomers" for over 100 countries throughout the world to help newly-arrived wives and families of officials posted overseas to settle in. It also has branches in many of these countries.
- * The 12th Report of the Northern Ireland Equal Opportunities Commission (Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA) says that sex discrimination is still a major barrier to equal opportunity in Northern Ireland and the number of legal complaints and enquiries is growing. The report is critical of the complicated and

outdated sex discrimination and equal pay legislation on the books and would like to see a unified code outlawing discrimination on the basis of sex. Complaints about sexual harassment at work at risen dramatically, from 15 in 1985/86 to 64 in 1987/88, according to the report.

NEWS FROM EUROPE AND THE WORLD

UNITED NATIONS

The UN General Assembly adopted a resolution in February on the participation of women in promoting peace and international cooperation that called on all Governments to take the practical measures required with regard to educational institutions and organisation to facilitate participation by women, on equal footing with men, in decision-making, especially as concerns peace, disarmament negotiations, and the settlement of conflicts.

THIRD WORLD

The FAO approved an action plan in November for the integration of women in agricultural and rural development for 1990-1995 that stresses the need to put an end to a situation in which women do not enjoy equal rights and to urge women to apply for executive positions within the organisation.

The International Women's Tribune Centre (777 United Nations Plaza, NY, NY, 10017, Tel. (212) 687-8633) has launched a new publication called Womenshare: Funding News Notes to inform women in developing countries of the different types of funding to which they may have access.

UNIFEM, published by the United Nations Women's Development Fund (304 East 45th Street, New York, NY 10017, Tel.: (212) 906-6400), reports on the Fund's activities in favour of initiatives to help poor women in 104 countries in Latin America, Africa, Asia and the Pacific.

MATERNITY

Speaking at the conference on "safe motherhood" that was held in Niamey, Niger, in February, World Bank Vice President Jay Cox insisted on the need to lower not only infant mortality, but the birth rate in Africa as well (from the current 6.7 births per woman of childbearing age to 3.3 by 2015).

The Women's Global Network on Reproductive Rights (NWZ, Voorburgwal 32, 1012 RZ Amsterdam, Tel.: 20 96 72) has launched an appeal for action to prevent maternal mortality (roughly 1 million women die each year in connection with pregnancy, labour or illegal abortions) as a lead-up to the Second International Women's Health Day, which takes place on 28 May.

UNESCO

In issue 17 of its magazine Facts and Figures, UNESCO reports that while the number of women in higher education is rising steadily, their numbers fall off sharply at the doctoral level, and women account for only one-quarter of the world's teachers, research scientists, and administrators.

Besides this, readers are also reminded that UNESCO has suggested replacing some discriminatory terms with more neutral ones (e.g., replacing "man" or "mankind" by "humanity"). UNESCO Director-General Federico Mayor has also indicated that the task of upgrading the Coordination Unit for activities on Women's Status will be given "moral and ethical priority".

THE SOCIALIST INTERNATIONALE

Meeting in Paris in December 1988, the Bureau of the women's chapter of the Internationale discussed the problem of "women and power". The resulting draft resolution was subsequently adopted by the Internationale's Council, after some minor changes in wording. The resolution recalls that the Internationale had announced a "socialist decade for women" in Lima in 1986 and that action was required accordingly (Maritime House, Old Town, Clapham, London SW4 OJW, Tel.: 627-4449).

MEDIA

Media Report to Women (Silver Spring, Maryland 20903-1228) has announced the second conference on "women, men, and the media" to be held in Washington, D.C., in April. It also mentions in one article the case of an American woman journalist who was awarded damages after leaving in the middle of a broadcast during which she was the butt of some rather rude sexual jokes told by two colleagues.

"WINGS: Women's International News Gathering Service" (P.O. Box 6758, San Francisco, Tel.: (415) 861-5434), the first radio service by and for women, puts out a bulletin indicating the various programmes that it offers, e.g., feminism in the USSR, the flaws in the Swedish model, and women's rights in Lesotho. Katherine Davenport and Frieda Werden are eager for contributions and exchanges.

POVERTY

The AIC (International Association of Charities, rue d'Alsace Lorraine 38, 1050 Brussels, Tel. (02) 511 2488) has announced in a press release that it intends, with its 40 associations and 250,000 women volunteers, to encourage the participation of the most underprivileged in programming the initiatives affecting them and prevent their being overlooked in the rush to complete the Single Market.

HOUSEKEEPING

A Sofres-Sholtes poll on "men in the kitchen" conducted for the 1989 edition of the Housekeeping Trade Fair revealed that men's perceptions of their contributions to the cooking and cleaning details often vary from those of their wives. For instance, 14% of the Frenchmen said that they prepared the main dish, but only 5% of the women confirmed this. Forty-three percent of the Italian men admitted that they "never cooked" (53% according to Italian women). Germany did better - 44% of the men said that they never cooked, a statement corroborated by 46% of their wives. Moving on to chores, according to their wives, 57% of German men help with the housework at least 2 or 3 times a week (68% of the men said they fit this description); 60% of the British men who were polled said the same thing, corroborated by 49% of their wives.

SWITZERLAND

The Equal Rights Office of the Canton of Geneva (*Bureau de l'égalité des droits entre homme et femmes*, Case Postale 362, 1211 Genève 3, Tel.: (022) 27 20 65) is putting together a list of references of various State bodies throughout the world that deal with male/female equality.

CANADA

As a result of the November elections, the number of women in Parliament has increased from 29 to 39. They now make up 14% of the total.

L A T I N A M E R I C A

Women Writers: Adriana Santa Cruz and Viviana Erazo have put together an anthology of texts by Latin American women under the title *El cuento feminista latinoamericano* for Antologia Fempress (Casilla 16-637 Correo 9, Santiago, Chile).

Central America: The first gathering of young women leaders from Central America and the Caribbean was held in Costa Rica in October as an initiative of the *Centro Nacional para el Desarrollo de la Mujer y de la Familia* (National Centre for the Development of Women and the Family). The event was an occasion to study the experiences of young women from the region who intended to contribute to their countries' development and the conditions under which they were advancing towards equality.

UNICEF has published a brochure called *Un paso con la mujer, un salto en el desarrollo* (a step for woman, a leap for development) that gives examples of projects financed under its regional programme for the participation of women in development.

Mexico: A recent issue of *Compañeras*, which is put out by *Mujeres para el dialogo* (Apartado postal 19-493, Mixcoa c., 03910 Mexico), wonders what is happening in Mexico in the area of women's rights. The National Union of Mexican Women (*Union nacional de mujeres mexicanas*, Apartado postal 71-002, Mexico, U.F.) is providing information on its International Women's Day activities.

Bolivia: The *Fundación San Gabriel* (Casille 4093, La Paz) has published a brochure describing its activities, especially those in favour of women and children.

Santo Domingo:

* A recent issue of *Mujeres* (Apartado Postal 2793, Santo Domingo) is devoted to health and motherhood.

* The magazine *Quehaceres* (*Centro de investigación para la Accion femenina*, Luis F. Thomén 358, Ensanche Quisqueya) examines the political prospects of the women of Santo Domingo.

Brazil: *Cunhary*, published by *Rede Mulher* (Caixa Postal 1803-01051) contains information on rural education, health, and maternity.

Chile:

- * The *Boletino Informativo de l'Asociación Latino Americana para el Desarrollo et Integración de la Mujer* (Casilla 9540, Santiago) has entered its third year of publication. In February the Latin American Association for Women's Development and Integration held a meeting for women from various Latin American countries to determine what unites and what divides Latin American sisters in their attempt to produce the new Latin American woman.
- * The publication of Chilean women in Venezuela *Boletin del FREMUCH* (Apartado 63308, Caracas, 1067.A) contains a long article on women political prisoners.

Colombia:

- * *Mujer Rural* (Asociación Nacional de Mujeres Campesinas e Indigenas de Colombia, A.A. 1041 Bogotá) gives information on the women who are organising in the fields and the struggle for the land.
- * *Vamos Mujer*, published by *La Casa de la Mujer* (A.A. 36151 Bogotá) contains information on the action taken by women workers.

Venezuela:

- * The umbrella organisation for women's NGOs, *Coordinadora de Organizaciones no Gubernamentales de Mujeres* (Apartado Postal 47601, Los Chaguaramos, 1041 Caracas) has published its statutes.
- * The Ministry for the Family (*Ministerio de la Familia*, Torre Oeste, Avenida Lecuana, Caracas) puts out a brochure explaining its role in a country that has 3 million children under 6.

Uruguay:

- * The first issue of *La Revista del Instituto de la Mujer* (Ministerio de Educación y Cultura) has come out. It contains articles on the family, work, and health, and some fetching illustrations under the slogan "The Uruguay of the Year 2000 will be possible only if women participate as equals".
- * The *Comision de Mujeres PIT-CNT* underscores in its bulletin *Mujeres* the growing role of working women and urges working women to unionise.
- * *Legislación Laboral*, informing women of their rights with the help of expressive pictures and caricatures, has been published with the support of the Friedrich-Ebert Foundation.

Nicaragua: To celebrate "Nicaraguan Mother's Day" the magazine *Apante* has published a supplement on motherhood.

Argentina:

- * The monthly *Madres de Plaza de Mayo* denounces the continuing repression and raises the particular case of Graciela Daleo, imprisoned at the end of 1988. The association *Abuelas de Plaza de Mayo* has published in its newsletter *Informaciones* an article on "keeping the memory alive".

- * *Amas de Casa*, a periodical put out by the Argentine Housewives' Union (San José 546, Capital Federal) denounces violence in the home and calls for the right to rest for housewives.
- * The Argentine Women's Union has demanded an end to violence against women on the occasion of 8 May.

BOOKS, STUDIES, CONTACTS

Il genere della rappresentanza is a collection of essays assembled by Maria Luisa Boccia and Isabella Peretti for the *Materiali e Atti* series (Editori Riuniti, Roma) that were discussed during the seminar on "women in the parable of democracy" organised by the *Centro di studi e iniziative per la riforma della Stato*. The essays deal with such subjects as "woman's itinerary through the institutions" (Paola Gaiotti de Biase), "forms of politics and the sexual division of labour" (Rossana Rossanda), "one person's idea of order is not the same as someone else's" (Adriana Cavarero), "womankind in Europe's political systems" (Marisa Rodano), "the 'upsetting' impact of women" (Giuseppe Cotturri), and "were women also born in 1968?" (Giuseppe Vacca).

Europas Frauen gleichberechtigt? by Hortense Hörburger and Fritz Rath-Horburger (special edition for the SPD Group in the European Parliament, Otto Heinevetter Verlag, Hamburg 1976 and 1988) is a lively, detailed description, complete with caricatures, of what the Community is doing to promote sexual equality and what women can do to make sure that the Community's Directives are enforced.

Sex Discrimination Law by Evelyn Ellis (Gower Publishing Company Ltd., Gower House, Croft Road, Aldershot, Hampshire GU 113H4) examines British (and Community) legislation concerning equality while raising the issue of whether the law should require identical treatment for men and women or allow the notion of "different but equal".

L'égalité des chances ou les enjeux de la mixité, by the sociologist Evelyne Serdjénian (Les Editions d'Organisation, 26 avenue Emile Zola, 75015 Paris), is an economic and sociological analysis of women's progress towards equality based on a wealth of documentation collected in America and Europe. The author contends that, while the 20th century has been one of great progress for women, it will end without their reaching social equality with men.

Equal Pay and Social Security Study No. 27 is a study by the Geneva-based International Social Security Association that compares the social security rules applied to women, especially in Europe, Canada, and Israel. It is available in English, French, and German from the AISS's Publications Department, Case Postale 1, CH-1211 Geneve 22, or the ILO Liaison Office, 40 rue Aimé Smekens, 1040 Brussels, for BFR500/copy.

The *Instituto de la Mujer* (Ministerio de Asuntos Sociales, Madrid) has published *Empleo y desempleo de las mujeres en los países de la OCDE*, a Spanish translation of the OECD's *Study of the Employment and Unemployment of Women in OECD Countries*. The OECD study is available in French and English from the OECD's Information Department, 2 rue André Pascal, 75775 Paris Cedex 16. The Spanish Women's Institute has also published an article on unions and female employment in *Mujer y Trabajo*, the Spanish version of the International Labour Office's magazine *Women at Work* (also published in French).

The January 1989 issue of the Bulletin d'Information put out by France's women's rights secretariat (Service de Documentation du Secrétariat d'Etat chargé des droits des femmes, 14 Boulevard de la Madeleine, 75008 Paris, Tel.: (1) 4266 5715) contains articles on the work week, the handicapped, housing, alcoholism and drug abuse, language, and artificial reproduction.

La Vela e il Vento, by Mimma di Leo and Giacomo F. Rech (Direzione PSI, Dipartimento politiche femminili, Via del Corso, Roma), with an introduction by Bettino Craxi, reconstructs the history of socialism and the women's movement in Italy in the 19th and 20th centuries. A video cassette is also available.

The Women's Studies series (Routledge, 11 New Fetter Lane, London EC4P 4EE) has announced a host of new titles, e.g., Jung and Feminism by Demaris S. Wehr; Women's Utopias in British and American Fiction by Nan Bowman Albinski; Women's Fabian Tracts, edited by Sally Alexander; Within School Walls by Ann-Marie Wolpe; and The Revaluation of Women's Work by Sheila Lewenhak.

The Ergebnisse der Frauenforschung an der Freien Universität Berlin series (ZE 3, Königen-Luise-Straße 34, 1000 Berlin 33) has just published the following books with Beltz (Postfach 100154, 6940 Weinheim): Lou Andreas-Salomé mit Sigmund Freud by Rose-Maria Gropp; Eheglück und Liebesjoch by Maria E. Müller; Vergewältigung by Maria Henriette Abel; and Androgynie und Feminismus by Ulla Bock.

A spate of books on women and the French Revolution has just come out in France: La déclaration des droits de l'homme de 1789 by Christiane Fauré (Bibliothèque Historique Payot); La démocratie sans les femmes, also by Fauré (P.F.U.); Les femmes de la révolution de Michelet, introduced and annotated by Françoise Giroud (Carrière); Citoyennes tricoteuses - les femmes du peuple à Paris en 1789 by Dominique Godineau (Alinéa); and La révolution et les femmes de 1789 à 1796 by Anne Soprani (M.A. Editions).

Recluses Vagabondes is the title of one of the Cahiers du GRIF (Editions Tierce, 1 rue des Fossés St. Jacques, 75005 Paris), in which Nancy Huston and Leila Sebbar explore the evolution of woman and evolution of writer through a series of texts by women.

In Scrittrici Mistiche Italiane (published by Marietti), Claudio Leonardi and Giovanni Pozzi present a very interesting collection of texts, most of them either unpublished or unknown, written by Italian women mystic authors across the centuries.

Le foglie della Sibilla by Licia Badesi (via Masaccio 13, 22100 Como) considers a wide range of aspects of life as a woman, from the women in the Resistance to witch hunting, from Catholic feminism to artificial insemination. Licia Badesi is a former MP and member of the Unione Donne Italiane. She has been running a women's cultural centre, Dimensione Donna, in Como since 1970.

Le Streghe, by Daria Martelli, has been published by Piovani Editore (via Montegrotto 41, 35031 Abano Treme). The protagonists in this dramatic story are four "witches" in a small village in Valcamonica in 1518. Martelli won a literary prize in 1982 for Chi perde la sua vita.

In Women and Spirituality, Voices of Protest and Promise (Women in Society, MacMillan Education Ltd., Houndmills, Basingstoke, Hampshire, RG21 2XS), Ursula King, of Leeds University's Theology Department, asks some fundamental question, e.g., "To what extent is sexism inherent in all religious institutions?" "What ties does the feminist movement have with mankind's eternal search for basic values, for spirituality?"

Femmes Informations (and the German version, Frauen + Fakten) is a new information bulletin for women on marketing and advertising that has been launched in Switzerland by *Editions des revues féminines* Tages-Anzeiger A.G., 8036 Zürich, Tel.: 241 9646.